

CONNECTICUT PAID FAMILY AND MEDICAL LEAVE

Starting January 1, 2022, the Connecticut Paid Family and Medical Leave (PFML) will provide CT employees with job-protected, paid leave for health-related reasons. This includes 12 paid weeks and will be solely funded by employee contributions, at 0.5%, which will come as a payroll tax imposed on all employees.

Who is Eligible?

To qualify for this benefit, employees must have been **employed for at least 3 months** immediately preceding their request for leave. Includes employers with one or more employees. Employees are **not eligible** for a wage replacement if they are already collecting unemployment or workers compensation.



What is Covered?

Family Leave includes care for:

- Newborn or adopted/foster child
- Loved one (either by blood, marriage or close affinity) with a serious health condition
- Personal health issues
- Incapacitating pregnancy-related condition



What are the Benefits?

- ▶ Employees may receive up to **12 weeks** of paid leave.
- ▶ If leave is the result of an incapacitating pregnancy-related condition, 2 more weeks are allowed for a maximum of **14 weeks**.
- ▶ Paid for by a payroll tax deduction of .5% by employee
 - Two-Tiered Approach
 - 95% of an employee's average weekly wage being replaced up to a maximum of 40 times the state minimum wage
 - Wages above that threshold being replaced at 60% of the employee's average weekly wage up to an overall cap of 60 times the state minimum wage
- ▶ Working on a process that would allow employers to opt-out of public plan option, if, they have a private plan that meets the state's requirements



What's Next?

January 2021: Employee payroll contributions start

January 2022: Covered employees receive compensation for up to 12 weeks of leave in a 12-month period

July 2022: Employers must provide notice at time of hire & annually of CT PFML



Contact your local OneDigital representative for more information.

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